

Equal Employment Opportunity Data Posted Pursuant to the No Fear Act:

APHIS (and below)

For 3rd Quarter 2011 for period ending June 30, 2011

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2011Thru06-30
	2006	2007	2008	2009	2010	
Number of Complaints Filed	41	44	55	61	45	39
Number of Complainants	40	41	52	59	45	39
Repeat Filers	1	2	3	2	0	0

Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2011Thru06-30
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2006	2007	2008	2009	2010	
Race	12	10	12	11	8	10
Color	1	3	2	1	2	0
Religion	1	0	3	0	2	3
Reprisal	26	19	30	23	15	16
Sex	16	16	15	11	14	11
National Origin	6	5	4	6	4	3

Equal Pay Act	3	0	0	0	0	0
Age	11	11	13	10	10	8
Disability	6	9	9	11	10	7
Non-EEO	0	3	9	10	8	4
Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2011Thru06-30
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2006	2007	2008	2009	2010	
Appointment/Hire	0	0	0	2	1	0
Assignment of Duties	3	8	4	1	3	1
Awards	1	0	2	1	0	0
Conversion to Full-time	0	0	0	0	0	0
Disciplinary Action						
Demotion	0	0	0	0	0	0
Reprimand	0	0	4	5	6	2
Suspension	1	3	7	5	4	1
Removal	0	0	2	2	1	0
Other	1	2	0	1	0	1
Duty Hours	0	1	1	3	0	0
Evaluation Appraisal	1	1	7	4	1	1
Examination/Test	0	0	0	0	0	0
Harassment						
Non-Sexual	16	19	19	22	13	18
Sexual	1	4	1	1	0	1
Medical Examination	0	0	0	0	0	0

Pay (Including Overtime)	0	1	1	1	0	1
Promotion/Non-Selection	17	14	17	12	8	12
Reassignment						
Denied	1	0	1	1	1	1
Directed	0	2	0	1	0	1
Reasonable Accommodation	1	4	2	7	2	2
Reinstatement	0	0	1	0	0	0
Retirement	0	0	0	0	0	0
Termination	3	4	1	5	5	1
Terms/Conditions of Employment	0	0	3	6	1	1
Time and Attendance	6	3	0	3	1	1
Training	1	1	4	4	1	1
Other	11	7	3	2	2	0
Processing Time	Comparative Data					
	Previous Fiscal Year Data					2011Thru06-30
	2006	2007	2008	2009	2010	
Complaints pending during fiscal year						
Average number of days in investigation	217.18	185.67	231.51	173.30	248.48	175.91
Average number of days in final action	543.70	807.26	734.13	503.70	156.37	395.62
Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation	225.00	176.33	218.18	174.86	249.52	170.95
Average number of days in final action	12.87	52.00	30.29	94.50	127.75	67.25
Complaint pending during fiscal year where hearing was not requested						
Average number of	212.32	192.20	240.97	171.94	247.80	178.81

days in investigation							
Average number of days in final action	792.53	896.12	948.35	606.00	179.27	597.69	
Complaints Dismissed by Agency	Comparative Data						
	Previous Fiscal Year Data					2011Thru06-30	
	2006	2007	2008	2009	2010		
Total Complaints Dismissed by Agency	16	4	5	4	12	6	
Average days pending prior to dismissal	917	1509	232	688	422	86	
Complaints Withdrawn by Complainants							
Total Complaints Withdrawn by Complainants	15	4	4	1	1	1	
Total Final Agency Actions Finding Discrimination	Comparative Data						
	Previous Fiscal Year Data					2011Thru06-30	
	2006	2007	2008	2009	2010		
	#	%	#	%	#	%	#
Total Number Findings	2		1		0		1
Without Hearing	0	0	1	100	0	0	0
With Hearing	2	100	0	0	0	0	1
Findings of Discrimination Rendered by Basis	Comparative Data						
	Previous Fiscal Year Data					2011Thru06-30	
	2006	2007	2008	2009	2010		
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.</i>	#	%	#	%	#	%	#
Total Number Findings	2		1		0		1
Race	0	0	0	0	0	0	0

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Reprisal	0	0	0	0	0	0	0	0	0	0	0	0
Sex	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	0	0	0	0	0	0	0	0	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	0	0	0	0	0	0	0	0	0	0	0	0
Disability	0	0	1	100	0	0	0	0	0	0	0	0
Non-EEO	0	0	0	0	0	0	0	0	0	0	0	0
Findings of Discrimination Rendered by Issue	Comparative Data											
	Previous Fiscal Year Data										2011Thru06-30	
	2006		2007		2008		2009		2010			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	2		1		0		1		0		1	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0
Assignment of Duties	0	0	0	0	0	0	0	0	0	0	1	100
Awards	0	0	0	0	0	0	0	0	0	0	0	0
Conversion to Full-time	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action												
Demotion	0	0	0	0	0	0	0	0	0	0	0	0
Reprimand	0	0	0	0	0	0	0	0	0	0	0	0
Suspension	0	0	0	0	0	0	0	0	0	0	0	0
Removal	0	0	0	0	0	0	0	0	0	0	0	0
Other	1	50	0	0	0	0	0	0	0	0	0	0
Duty Hours	0	0	0	0	0	0	0	0	0	0	0	0
Evaluation Appraisal	0	0	0	0	0	0	0	0	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												

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Suspension	0	0	0	0	0	0	0	0	0	0	0	0
Removal	0	0	0	0	0	0	0	0	0	0	0	0
Other	1	50	0	0	0	0	0	0	0	0	0	0
Duty Hours	0	0	0	0	0	0	0	0	0	0	0	0
Evaluation Appraisal	0	0	0	0	0	0	0	0	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												
Non-Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Medical Examination	0	0	0	0	0	0	0	0	0	0	0	0
Pay (Including Overtime)	0	0	0	0	0	0	0	0	0	0	0	0
Promotion/Non-Selection	1	50	0	0	0	0	1	100	0	0	0	0
Reassignment												
Denied	0	0	0	0	0	0	0	0	0	0	0	0
Directed	0	0	0	0	0	0	0	0	0	0	0	0
Reasonable Accommodation	0	0	0	0	0	0	0	0	0	0	0	0
Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0
Retirement	0	0	0	0	0	0	0	0	0	0	0	0
Termination	0	0	0	0	0	0	0	0	0	0	0	0
Terms/Conditions of Employment	0	0	0	0	0	0	0	0	0	0	0	0
Time and Attendance	0	0	0	0	0	0	0	0	0	0	0	0
Training	0	0	0	0	0	0	0	0	0	0	0	0
Other - User Defined	0	0	0	0	0	0	0	0	0	0	0	0
Findings Without	0		1		0		0		0		0	

Termination	0	0	0	0	0	0	0	0	0	0	0	0
Terms/Conditions of Employment	0	0	0	0	0	0	0	0	0	0	0	0
Time and Attendance	0	0	1	100	0	0	0	0	0	0	0	0
Training	0	0	0	0	0	0	0	0	0	0	0	0
Other - User Defined	0	0	0	0	0	0	0	0	0	0	0	0
Pending Complaints Filed in Previous Fiscal Years by Status			Comparative Data									
			Previous Fiscal Year Data					2011Thru06-30				
			2006	2007	2008	2009	2010					
Total complaints from previous Fiscal Years			155	117	94	94	76	59				
Total Complainants			139	109	84	84	72	58				
Number complaints pending												
Investigation			4	5	2	2	1	0				
ROI issued, pending Complainant's action			0	0	0	0	0	1				
Hearing			26	16	16	19	20	23				
Final Agency Action			45	36	28	4	5	4				
Appeal with EEOC Office of Federal Operations			2	3	3	4	4	5				
Complaint Investigations			Comparative Data									
			Previous Fiscal Year Data					2011Thru06-30				
			2006	2007	2008	2009	2010					
Pending Complaints Where Investigations Exceed Required Time Frames			4	4	3	7	3	1				